UNITED NATIONS

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Secretariat

ST/IC/1997/74
13 November 1997

INFORMATION CIRCULAR

To: Members of the staff at Headquarters

From: The Assistant Secretary-General for Human Resources Management

Subject: REVISED SALARY SCALE FOR STAFF IN THE SECURITY SERVICE CATEGORY AT HEADQUARTERS*

1. In accordance with article 12 of its statute, the International Civil Service Commission (ICSC) undertook in 1995 a comprehensive survey of the best prevailing conditions of employment in New York for the purpose of making recommendations to the Secretary-General on salary scales of staff in the General Service and related categories at Headquarters.

2. On the basis of the results of the survey, ICSC concluded that increases in salaries were warranted for the staff in the General Service, Trades and Crafts, and Language Teachers categories. However, the analysis of the data collected for the Security Service category indicated that United Nations salaries were 4.3 per cent higher than those in the labour market. Therefore, the salaries of the staff in the Security Service category have remained unchanged since September 1993. However, ICSC recommended that an interim salary survey be conducted as soon as the retained comparators implemented new salary levels.

3. The interim salary survey for the staff in the Security Service category has just been finalized. The results of the survey, which have been based on the average movement of salaries of the five comparators retained for this category of staff, indicated that the salaries of the retained comparators have moved on average 5.4 per cent.

4. I am therefore pleased to announce that, based on the results of the survey and after considering the recommendations of the Commission, the Secretary-General has decided to approve a 1.1 per cent increase over the September 1993

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scale and, therefore, promulgate a revised salary scale for staff in the Security Service category. The Secretary-General has further decided that this scale should be implemented with effect from 1 September 1997. The revised salary scale is set out in the annex to the present circular.

5. The revised dependent child allowance of $1,212, as reflected in the attached scale, applies also to staff in the General Service and related categories. This amount represents 3 per cent of the average of the lowest and highest net salaries of G-1, step I, and S-7, step IX.

Annex

SECURITY SERVICE CATEGORY AT HEADQUARTERS

ANNUAL SALARIES AND ALLOWANCES

Effective 1 September 1997

(In United States dollars)

Level	STEPS												
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
7 (Gross)	60 003	62 422	64 841	67 259	69 678	72 097	74 516	76 935	79 354*				
(Gross pens.)	58 694	60 881	63 137	65 392	67 647	69 903	72 158	74 414	76 669*				
(Total net)	46 402	48 071	49 740	51 409	53 078	54 747	56 416	58 085	59 754*				
(Net pens.)	46 402	48 071	49 740	51 409	53 078	54 747	56 416	58 085	59 754*				
(NPC)	0	0	0	0	0	0	0	0	0*				
6 (Gross)	55 714	57 816	59 919	62 168	64 423	66 678	68 933	71 188	73 443*				
(Gross pens.)	54 572	56 593	58 614	60 645	62 747	64 850	66 953	69 056	71 158*				
(Total net)	43 228	44 784	46 340	47 896	49 452	51 008	52 564	54 120	55 676*				
(Net pens.)	43 228	44 784	46 340	47 896	49 452	51 008	52 564	54 120	55 676*				
(NPC)	0	0	0	0	0	0	0	0	0*				
5 (Gross)	51 412	53 364	55 315	57 266	59 218	61 254	63 346	65 439	67 532*				
(Gross pens.)	50 438	52 314	54 189	56 064	57 940	59 815	61 743	63 695	65 646*				
(Total net)	40 045	41 489	42 933	44 377	45 821	47 265	48 709	50 153	51 597*				
(Net pens.)	40 045	41 489	42 933	44 377	45 821	47 265	48 709	50 153	51 597*				
(NPC)	0	0	0	0	0	0	0	0	0*				
4 (Gross)	47 042	48 831	50 620	52 409	54 199	55 988	57 777	59 566	61 454*				
(Gross pens.)	46 238	47 958	49 677	51 397	53 116	54 836	56 555	58 275	59 994*				
(Total net)	36 811	38 135	39 459	40 783	42 107	43 431	44 755	46 079	47 403*				
(Net pens.)	36 811	38 135	39 459	40 783	42 107	43 431	44 755	46 079	47 403*				
(NPC)	0	0	0	0	0	0	0	0	0*				
3 (Gross)	44 020	45 424	46 828	48 232	49 636	51 041	52 445	53 849	55 253	56 657	58 061*		
(Gross pens.)	43 334	44 684	46 033	47 382	48 732	50 081	51 430	52 780	54 129	55 479	56 828*		
(Total net)	34 575	35 614	36 653	37 692	38 731	39 770	40 809	41 848	42 887	43 926	44 965*		
(Net pens.)	34 575	35 614	36 653	37 692	38 731	39 770	40 809	41 848	42 887	43 926	44 965*		
(NPC)	0	0	0	0	0	0	0	0	0	0	0*		
2 (Gross)	39 648	40 904	42 174	43 445	44 715	45 985	47 255	48 526	49 796	51 066	52 336	53 607	54 877*
(Gross pens.)	39 119	40 340	41 560	42 781	44 002	45 223	46 443	47 664	48 885	50 106	51 327	52 547	53 768*
(Total net)	31 329	32 269	33 209	34 149	35 089	36 029	36 969	37 909	38 849	39 789	40 729	41 669	42 609*
(Net pens.)	31 329	32 269	33 209	34 149	35 089	36 029	36 969	37 909	38 849	39 789	40 729	41 669	42 609*
(NPC)	0	0	0	0	0	0	0	0	0	0	0	0	0*

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Level	STEPS I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
1 (Gross)	35 425	36 517*											
(Gross pens.)	34 895	35 988*											
(Total net)	28 077	28 918*											
(Net pens.)	28 077	28 918*											
(NPC)	0	0*											

Increments: Salary increments within the levels shall be awarded annually on the basis of satisfactory service.

* Long-service step:

Step IX at levels S-4 to S-7, step XI at level S-3 and step XIII at level S-2 are long-service steps.

The qualifying criteria for in-grade increases to the long-service step are as follows:

(a) The staff member should have had at least 20 years of service within the United Nations common system and 5 years of service at the top regular step of the current grade;

(b) The staff member's service should have been satisfactory.

Dependency allowances:

	$ (Net per annum)
Child	1 212
Except for first dependent child of a single, widowed or divorced staff member	3 038
Dependent spouse	3 038
Secondary dependant	1 161

Language allowances (to be included in pensionable remuneration):

First language	1 380
Second language	690

For an explanation of the format of salary scale, please refer to ST/IC/1994/15 and ST/IC/1994/17.

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Appendix I

Security Service category - schedule of pensionable remuneration applicable to staff on board prior to 1 September 1992

(In United States dollars)*

Level	Steps												
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
S-7 (Gross)	-	-	-	-	-	72 466	74 881	77 297	79 713				
S-6	-	-	-	-	-	-	-	71 558	73 809				
S-5	-	-	-	-	-	-	-	-	-				
S-4	-	-	-	-	-	-	-	-	-				
S-3	-	-	-	-	-	-	-	-	-	-	-	-	-
S-2	-	-	-	-	-	-	-	-	-	-	-	-	-
S-1	-	-	-	-	-	-	-	-	-	-	-	-	-

* The revised gross salaries are lower than those in effect under the previous salary scale, effective 1 September 1991. Therefore, the above gross salaries are retained for purposes of computing pension contributions and benefits for staff on board prior to 1 September 1992.

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Appendix II

Security Service category - schedule of pensionable remuneration applicable to staff on board prior to 1 September 1997

(In United States dollars)*

	STEPS												
Level	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
S-7	60 905	63 190	65 483	67 776	70 070	72 396	74 721	77 046	79 372				
S-6	56 577	58 699	60 822	62 951	65 089	67 226	69 364	71 523	73 690				
S-5	52 247	54 204	56 174	58 143	60 113	62 083	64 067	66 050	68 033				
S-4	47 862	49 656	51 451	53 245	55 047	56 854	58 661	60 468	62 276				
S-3	44 839	46 240	47 648	49 056	50 464	51 873	53 281	54 694	56 112	57 530	58 948		
S-2	40 472	41 737	43 003	44 268	45 533	46 804	48 078	49 352	50 626	51 900	53 174	54 451	55 734
S-1	36 109	37 234											

* The application of the revised rates of staff assessment, effective 1 January 1997, resulted in lower gross pensionable salaries. Therefore, the above gross salaries in effect under the previous salary scale, effective 1 September 1993, are retained for purposes of computing pension contributions and benefits for staff on board prior to 1 September 1997.